SIKKIM

GOVERNMENT GAZETTE

EXTRAORDINARY
PUBLISHED BY AUTHORITY

Gangtok **Thursday 5th February, 2026** **No. 39**

GOVERNMENT OF SIKKIM
DEPARTMENT OF PERSONNEL
GANGTOK

No: 162/GEN/DOP **Dated: 14/01/2026**

NOTIFICATION

In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Sikkim, is hereby pleased to make the following rules, namely:-

Short title and commencement

1. (1) These rules may be called the Sikkim State Ecclesiastical Service Rules, 2026.

(2) They shall come into force on the date of their publication in the Official Gazette.

Definitions

2. In these rules, unless the context otherwise requires, -

(a) "appointed day" means the date from which the provisions of these rules come into force;

(b) "Commission" means the Sikkim Public Service Commission;

(c) "Selection Committee" means the Committee constituted under rule 15;

(d) "Cadre Post" means any of the post specified in Schedule I;

(e) "Cadre Controlling Authority" means the Government in the Department of Personnel;

(f) "Government" means the State Government of Sikkim;

(g) "Governor" means the Governor of Sikkim;

(h) "Member of Service" means a person appointed under Sikkim State Ecclesiastical Service;

(i) "Schedule" means the schedule appended to these rules;

(j) "Service" means the Sikkim Ecclesiastical Service.

Constitution and composition of Service

3. (1) There shall be constituted a service to be known as the Sikkim State Ecclesiastical Service consisting of the persons appointed to the posts specified in Schedule-I annexed to these rules.

(2) The authorized strength and composition of the service shall be as specified in Schedule I at the initial constitution and shall be as determined by the Government from time to time.

(3) The pay level attached to the posts specified in Schedule I shall be such as may be determined by the Government from time to time.

(4) On the appointed day, the pay level admissible to the members of service shall be as shown in Schedule II.

Members of the Service

4. (1) The following category of persons shall be the member of the service, namely:-

(a) Persons appointed under rule 6, and

(b) Persons appointed under rule 7.

(2) A person appointed under clause (a) of sub-rule (1) shall, on such appointment, be deemed to be a member of the Service in the appropriate Grade applicable to him in Schedule II from the appointed day.

(3) the persons appointed under clause (b) of sub-rules (1) shall be the member of the service in the appropriate grade applicable to him in Schedule II from the date of such appointment.

Appointment and posting

5. (1) All appointment to the cadre posts after the appointed day shall be made by the Government by the methods as specified in rule 7 and 8 and save as provided in sub-rule (2), no cadre post shall be filled otherwise than by a member of the Service.

(2) Any cadre post may be as a temporary measure be filled by a person from another Department of the Government having the requisite qualification and experience, on deputation if the Government is satisfied that there is no suitable member of the Service available for filling the post.

Initial Constitution of Service.

6. All persons holding, on the appointed day, any of the cadre post on a regular basis, otherwise than as a purely temporary arrangement or on contract or on deputation from central or any other Government shall be deemed to have been appointed to the corresponding post and grades in the Service.

Method of recruitment, age-limit and other qualifications

7. The method of recruitment to the said posts age-limit, qualifications and other matters relating thereto shall be as specified in Schedule II.

Recruitment by Competitive examination

8. (1) A competitive examination or selection for recruitment to the service shall be held at such intervals as the Government may, from time to time, determine.

(2) The examination shall be conducted by the Sikkim Public Service Commission in accordance with such rules and syllabus as the Government may, from time to time, determine.

(3) Of the number of vacancies to be filled up on the result of such examination or selection there shall be reservation in favor of candidates belonging to various categories as per reservation policy of the State Government duly applying 100 point roster system to the extent and subject to the conditions as the Government may, from time to time, specify.

(4) Subject to sub-rule (3), the Commission shall forward to the Government a list arranged in order of merit of candidates who have qualified by such standard as the Commission may determine.

(5) The inclusion of a candidate's name in the list prepared under sub-rule (4) shall confer no right for appointment to the service.

Condition of eligibility for appearing at the competitive examination

9. In order to be eligible to appear in the competitive examination a candidate shall satisfy the following conditions, namely:-

(a) the condition prescribed in Schedule II;

(b) any other conditions that may be specified by the Government in consultation with the Commission; and

(c) shall pay the fees, if any, specified by the Commission.

Disqualification for admission to examination

10. Any attempt on the part of the candidate to obtain support for his candidature by any means, such as fraud or undue influence shall render himself liable to be disqualified for admission in the competitive examination by the Commission.

Commission's decision to be final

11. The decision of the Commission as to the eligibility or otherwise of a candidate for admission to the examination shall be final and no candidate to a whom certificate of admission has not been issued by the Commission shall be admitted to examination.

Appointment from the list

12. Subject to provision of rules 13, 14 and 15, candidates shall be considered for appointment to the available vacancies in the order of merit in which their names appear in the list.

Disqualification for appointment on ground of plural marriage

13. No person;-

(a) who has entered into or contracted a marriage with a person having a spouse living; or

(b) who, having a spouse living, has entered into or contracted a marriage with any other person shall be eligible for appointment to the service:

Provided that the Government may, if satisfied that such marriage is permissible under the personal law or customs applicable to such person and other party to the marriage, exempt such person from the operation of this rule.

Penalty for impersonation etc.

14. A candidate, who is or has been declared by the Commission guilty of impersonation, or of submitting false or fabricated documents which have been tampered with or of making statements which are incorrect or false or of suppressing material information or of using or attempting to use unfair means in the examination hall or otherwise resorting to any other irregular or improper means for obtaining admission to the examination may, in addition to rendering himself liable to a criminal prosecution, be debarred either permanently or for a specified period by the Commission from admission to any examination or appearance at any interview held by the Commission for selection of his candidature.

Disqualification for appointment on medical ground

15. No candidate shall be appointed to the service who after such medical examination as the Government may specify, is found to be physically or mentally unfit or suffering from any mental or physical defect likely to interfere with the discharge of the duties of the service.

Constitution of Selection Committee

16. (1) There shall be a Selection Committee consisting of the following members for the purpose of selection through direct recruitment as well as for promotion, namely:-

(a) Chairman, Sikkim Public Service Commission;

(b) Member, Sikkim Public Service Commission;

(c) Secretary to the Government in the Department of Personnel;

(d) Secretary to the Government in the Department concerned;

(e) The Commission may co-opt any other suitable expert or Adviser.

(2) The Chairman or where the Chairman is unable to attend, the member of the Commission shall preside over the meeting of the Committee. The absence of a member other than the Chairman or Member of the Commission, shall not invalidate the proceedings of the committee if two third of the members of the Committee had attended its meeting.

Probation

17. (1) Every person recruited to the service by promotion shall be appointed to the service on probation for a period of (one) 1 year.

(2) Every person recruited to the service by direct recruitment shall be appointed to the service on probation for a period of (two) 2 years.

(3) The Government may, if it thinks fit in any case or class of cases, extend the period of probation for a period not exceeding (two) 2 years for reasons to be recorded in writing.

Discharge of Probationer

18. A probationer shall be liable to be discharged from the Service or, as the case may be, reverted to his substantive post, if,-

(a) the Government is satisfied that the probationer was ineligible for recruitment to the service; or is unsuitable for being a member of the service; or

(b) he is found lacking in qualities of mind and character needed for the service or in the constructive outlook and human sympathy required in public service generally; or

(c) he fails to comply with any of the provisions of these rules.

Confirmation

19. If a probationer completes his period of probation to the satisfaction of the Government, he shall, subject to the other provisions of these rules, be confirmed in the service.

Seniority

20. The inter-se-seniority of the members of the service shall be determined in accordance with the Sikkim State Services (Regulation of Seniority) Rules, 1980.

Promotion from one grade to another

21. (1) The Government shall from time to time, for the purpose of this rule prepare a list of members of the service in order of seniority who have completed the prescribed length of service as indicated in Schedule II for promotion to the next higher grade.

(2) The Government shall forward to the Commission the list prepared under sub-rule (1) along with the Annual Confidential Reports, Annual Property Returns and service records of the periods the member of the service has to complete to become eligible for promotion and such other documents prescribed by the Government from time to time, indicating the anticipated number of vacancies to be filled by promotion in course of period of (twelve) 12 months commencing from the date of preparation of the list.

(3) The Commission after satisfying themselves that the records and the information received complete in all respect shall convene a meeting of the Selection Committee. The Committee shall consider for promotion, where there is a single vacancy, the cases of (five) 5 eligible persons in order of seniority belonging to the immediate lower grade and thereafter in multiple of two for every additional vacancy.

(4) The Committee shall prepare a final seniority list of the officers who are found suitable for promotion.

(5) The Commission shall forward the final list prepared under sub-rule (4) to the Government along with Annual Confidential Reports, Annual Property Returns and service records received from the Government.

(6) The list shall ordinarily remain in force for a period of (twelve) 12 months from the date of recommendation of Commission.

(7) Promotion of the persons included in the list to the relevant higher grade shall be made by the Government against the existing vacancy in the order in which their names appear in the list.

(8) It shall not be ordinarily necessary to consult the Commission before such promotion is made unless, during the period of (twelve) 12 months from the date of recommendation of the Commission there occurs a deterioration in the work or performance of the member of the service which, in the opinion of the Government is such as to render him unsuitable for promotion.

Administrative Control

22. (1) Administrative control over the service including appointments, transfers and deputation shall vest with the Cadre Controlling Authority.

(2) The Headquarters shall be Ecclesiastical Department.

(3) A member of the service shall not be transferred outside the service or under any other Government service without the concurrence of the Cadre Controlling Authority.

Residuary matters

23. All other matters in relation to the service not specified or for which no provision have been made in these rules shall be regulated by rules and orders applicable to other officers of the Government of equivalent status.

Interpretation

24. If any doubt arises as to the interpretation of any of the provisions of these rules, the decision of the Government thereon shall be final.

Power to relax

25. Where the Government is of the opinion that it is necessary or expedient to do so, it may by order and for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons or cadre posts.

(Thinley P. Chankapa) SCS
ADDITIONAL SECRETARY TO THE GOVERNMENT
DEPARTMENT OF PERSONNEL

SCHEDULE – I

{See rule 3(2)}

Sl. No.	Name of Post	Pay Level	Number of posts
1.	Director	Level-21	01
2.	Additional Director	Level-20	01
3.	Joint Director	Level-19	02
4.	Senior Gendrung/Senior Research Officer/ Deputy Director	Level-17	02
5.	Gendrung/Research Officer	Level-15	02
6.	Assistant Director	Level-15	04
		Total	**12**

Schedule- II
{See rule 3(3) and 7}

Sl. No.	Post & Pay Level	Grade and Classification	Mode of recruitment	Age Limit	Eligibility condition
1	2		3	4	5
1.	Director Level-21	Supertime Grade-II Group 'A'	100 % by promotion		a. 04 (four) years of continuous service in the Selection Grade-I; or b. 22 (twenty-two) years of continuous service in the service whenever there is no member who fulfils the conditions at (a) above subject to availability of vacancy; c. Should have worked in the post of Selection Grade-Ifor at least 2 (two) years in the substantive capacity.
2.	Additional Director Level-20	Selection Grade-I Group 'A'	100% by promotion		a. 04 (four) years of continuous service as Selection Grade-II; or b. 18 (eighteen) years of continuous service in the service whenever there is no member who fulfils the conditions at (a) above subject to availability of vacancy; c. Should have worked in the post of Selection Grade-II for at least (two) 2 years in the substantive capacity.
3.	Joint Director Level-19	Selection Grade-II Group-'A'	100% by promotion		a. 06 (six) years of continuous service Senior Grade; or b. 14 (fourteen) years of continuous service in the service whenever there is no member who fulfils the conditions at (a) above subject to availability of vacancy; c. Should have worked in the post of Senior Grade for at least (two) 2 years in the substantive capacity.

4.	Senior Gendrung/ Senior Research Officer/ Deputy Director Level-17	Senior Grade Group 'A'	100% by promotion		06 (six) years of continuous service in Junior Grade.
5.	Gendrung/ Research Officer Level-15	Junior Grade Group 'B'	50% by direct recruitment 50% by promotion	21-40 years	Shastri Degree from a recognized University/BA (Hons.) in Bhutia Language from a recognized University with proficiency in Bhutia Langauage, having monastic background. Desirable PhD in Buddhist studies. 6 (Six) years of regular service in the post of Ecclesiastical Inspector with Shastri degree/BA (Hons.) Bhutia Language with Proficiency In Bhutia Language, having monastic background.
6.	Assistant Director Level-15	Junior Grade Group'B'	50% by direct recruitment 50% by promotion	21-40 years	Degree from a recognized University. Should have studied Bhutia language till Class-X 6 (six) years of regular service in the post of Ecclesiastical Inspector or equivalent.